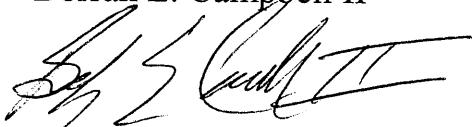


To: Judge Coody Federal court  
From: Borrah E. Campbell II, ellisaisle@peoplepc.com  
Re: Borrah E Campbell II vs. United Parcel Service Inc.

Dear Judge:

I am writing this letter to inform you of the fact that the letter submitted to the court by my father was indeed valid. I am out of jail and now able to participate in discovery. Let the courts be advised that prior to this point Alston & Bird, the defendant's lawyers have canceled on more than one occasion my efforts to cooperate with them on providing a deposition. Today I am sending a copy of all documentation relative to my case to the plaintiff and likewise to the court. It is my hope that this will fulfill my requirement for participating in discovery.

Borrah E. Campbell II



7-31-06

## INDIVIDUAL DEVELOPMENT PLAN

This plan does not constitute a guarantee of specific assignments or schedule, but rather, is an indication of the career direction that we believe would benefit both the individual and the company. Many variables affect the outcome of a development plan, such as the rate of growth, short term operational requirements, and the individual's performance in each assignment.

Career Goals (1-2 years):

*HUB Supervision*

Career Goals (3-5 years):

*Lateral move - I.E. - Package - Manager*

Supporting Facts for Goals:

*His Ability to get Results  
Works with PI supervisor (Training)*

Development areas to be addressed in next year:

*labor  
HFCS  
CHSP*

**Proposed Development Actions in next year:**

Coaching and Training

Other Development Actions

### SIGNATURES

Supervisor/Manager	Immediate Manager	Next Level Manager
<i>Dan G. Smith</i> <small>DATE 8-19-99</small>	<i>Paul C. Stroka</i> <small>DATE 8/25/00</small>	<i>Danny Heel</i> <small>DATE 8/25/00</small>
<i>Bruce Caputo</i> <small>8-25-00</small>	<i>Paul C. Stroka</i> <small>8/25/00</small>	

## IMMEDIATE MANAGER ASSESSMENT

**Instructions:**

Upon receipt of the Career Development Planning Guide, review the Individual Career Planning section. After doing so, complete the following questions in preparation for a career discussion with this individual. In completing the questions, keep in mind both what you believe to be the individual's development potential and the current and future needs of UPS in terms of workforce skills, knowledge and experience.

1. What do you perceive to be this individual's strengths?

BD has EXCELLENT JOB KNOWLEDGE

BD is SELF MOTIVATED

BD has ACCEPTABLE ORAL & WRITTEN SKILLS

8/26/06 BD

2. What do you perceive to be this individual's most important development needs?

BD NEEDS TO WORK ON HIS SKILLS IN THE FOLLOWING

AREAS: 1) LABOR (Attended Labor Workshop 5/10)

2) ACCOUNTABILITY SKILLS FOR HOLDING P/T SUPERVISOR TO FOLLOW THE BUSINESS PLANS TO GET DESIRED GOALS.

3) HFCS SKILLS (IMPROVEMENT NEEDED) *Reviewed 8/22/06*

3. Upon review of the Individual Career Planning section, what feedback will you need to give?

BD WILL GET WEEKLY & MONTHLY FEEDBACK, THIS WILL ALLOW THE MANAGER & OPPORTUNITY TO TEACH BD HOW TO REVIEW THE BUSINESS PLANS & TEACH HIS P/T SUPERVISOR EFFECTIVE PLANNING *Review 8/22/06 (CONTINUE TO WORK WITH BD IN THIS AREA)*

4. Of what business realities does this individual need to become more aware?

NEEDS TO BE MORE KNOWLEDGEABLE OF THE QPR  
*Reviewed (will continue to work with BD until he has acceptable skills 8/22/06)*

5. Of the 10 development directions, which have potential for this individual?

TEACH BD HOW TO HOLD HIS P/T SUPERVISION

ACCOUNTABLE TO ENSURE THE PLANS RESULTS ARE

ACHIEVED. *(will continue to work with BD*

*IN THIS AREA TO IMPROVE HIS ABILITY TO WORK WITH HIS P/T SUPERVISOR. 8/22/06*

What other advice/suggestions/information will you need to provide?

BD WILL NEED TO WORK CLOSELY WITH HIS CHSP CO-CHAIR TO MAKE SURE WE FOLLOW ALL SAFETY ACTION PLANS TO REACH A REDUCTION OR NO INJURIES ON THE NIGHT SHIFT.

**Career Discussion**

After completing your assessment, set a mutually agreed upon date for a career discussion. In the discussion, the Individual Career Planning section should be reviewed and your assessment provided as appropriate. During the discussion, the Individual Development Plan that follows should be completed.

## INDIVIDUAL CAREER PLANNING

**Self Perceived Strengths:** Skills in which you are very strong and you would like to be a major emphasis in your work in the next 1-2 years.

Operations Management

Management

**Self Perceived Development Needs:** Skills you need to develop further in the next 1-2 years.

Management, Education and Production

My weakest skills are Production

**Interests:** Based on your Holland Self-Directed Search results, describe the type of work with which your interests are compatible.

I am interested in helping people and logistics of routing

and directions of products in a logistic plan company

**Values:** What values and personal priorities need to be considered in planning your development?

I am a very family oriented and spiritual motivated person. I would like to stay in the Alabama district for the next few years, after that it will depend on whatever needs needed to please my boss.

**Development Goals:** What are your short term (1-2 years) and long term (3-5 years) goals?

1 - 2 Years Finish undergraduate and continuing learning, get promoted to supervisor. Consider moving to another plant or department, possibly operations.

3 - 5 Years I would like to gain experience in other division and location. Not too soon, maybe 2 years

**Supporting Factors:** Information used to determine that your goals are realistic to your needs and the needs of UPS.

I am a firm believer in personal growth and development. I have been successful in getting areas of responsibility, so I believe I can do well in this position.

**Other Factors:** If it becomes necessary to achieve your career goals would you be willing to: (respond Y or N)

A. Advance to next level of management	<input checked="" type="checkbox"/>	D. Change job functions	<input type="checkbox"/>
B. Relocate	<input checked="" type="checkbox"/>	E. Accept a lateral transfer	<input checked="" type="checkbox"/>
C. Travel	<input checked="" type="checkbox"/>		

**Development Areas:** What areas need to be addressed

**Training:** List formal training

**Other Development Action:** Self development

## CAREER PLANNING EMPLOYEE DATA

**Purpose:** As a means of assisting you in your career development and planning, your manager is seeking your input. To accomplish this, complete pages 1 and 2 of this guide and return it to your manager. Information for page 1 can be obtained from your employee history profile (EHP). Page 2 is a summary of information compiled in your Career Planning Workbook.

**UPS Job History:** List all UPS assignments (*hourly and supervisor*) completed, indicate number of months.

Assignment	Number of Months	Assignment	Number of Months
Leader	15	Fwd Supervisor Information	12
For more Supervisor PD	11	Weld Control	24
on load	10	Semi Auto	15
For more Supervisor	10	Training	3
	27 Supervisor		7

**UPS Training History:** Check all training completed. Also list any job specific training completed.

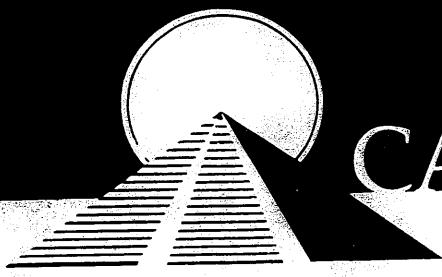
Initial Supv. Training		Advanced Training
New Supervisor Orientation	<input checked="" type="checkbox"/>	People Workshop
TLA Workshop	<input type="checkbox"/>	Labor Workshop
JRD Workshop	<input type="checkbox"/>	Corporate Schools
SWM Training	<input type="checkbox"/>	IEP Workshop
Space and Visibility Training	<input type="checkbox"/>	MBC Certification
PCM Training	<input type="checkbox"/>	Coaching - Reinforcing
DIAD Orientation	<input type="checkbox"/>	Affirmative Action OFCCP Training
Job Specific Training		
Intro to PC DOS	<input type="checkbox"/>	TIME MANAGEMENT Seminar
CST Training	<input type="checkbox"/>	Hazardous Materials
EAP Workshop	<input type="checkbox"/>	
Professional Relationships Workshop	<input type="checkbox"/>	
Professional Presence	<input type="checkbox"/>	
Valuing Diversity	<input checked="" type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
Training Outlines % Comp. (Function _____)		

### Other Skills and Training

#### Schools — Seminars — Degrees:

Languages: (fluent)	Read	Write	Speak

#### Computer/Technical Skills:



# CAREER DEVELOPMENT

## Planning Guide

### PERSONAL DATA

Name: <u>Borris E Campbe II</u>	Social Security #: <u>419-19-6255</u>
District: <u>Alabama</u>	Division/Department: <u>MONTG HHS</u>
Present Assignment: <u>Supervision</u>	Date Assigned: <u>1/05/99</u>
Planning Period: <u>01/15/99 to 12/31/99</u>	Employment Date: <u>1/16/87</u>
Education Level: <u>8 classes left to complete Degree</u>	Major: <u>Accounting</u>

## Career and Personal Development Input Form

**RR / DD**

04 39

**Sender's****Initials**

dc

**Effective Date**

mm/dd/yy

09 / 06 / 02

**Employee ID**

0503954

**Employee Last Name**

CAMPBELL II, BORRAH

**Provide information below for Full Time Management ONLY:****Date Available**

mm/dd/yy

01 31 02

**Mobility Data:**

Employee Willing to:

 Relocate Travel Take International Assignment Take Special Assignment**Obstacles to Mobility:**Check if "Yes" -  
obstacle exists: Family Member Education Family Member Personal Family Member Job**Form last revised August 14, 2002.**

Since I was short supervisors and responsible for the yard check, I would often try to get Redd to plan before the sort who would do it. He would not reply or evade the issue. It was not until the end of the night when I announced over the radio that I was going to check the yard that he would assign someone to the yard check. On 10-11-01 Redd attended the safety conference. I was left in charge of the sort. As I was getting ready to do the yard check Kim Whistone informed me of a belt breakdown on the PF-2 and that she needed my help immediately. I told Kim that she would have to handle this situation because I was going to check the yard. When the PF-2 came back up I instructed Kim to place the packages stacked on the ~~PF~~ floor to be placed back onto the belts. We ran a 126.

Alecia then said that "You see so we have all these situations were people say you don't know how to talk to them." I then asked Alecia who were all these people and where was her documentation. Alecia could not answer. She then said that she remembered one young man but could not remember his name. I then told her the young man's name was Eric Riley. I also stated that he wanted to quit the first night and I got him to stay.

On the night Redd Cunningham actually terminated Michael Butler and Deandre Waters for fighting. He asked me if I would escort them out of the building. I asked, why me since it is customarily Loss preventions job to escort terminated employees out of the building. I stated to Redd that I would walk Deandre out but not Michael Butler. Michael had been a constant discipline problem. I therefore declined the request and stated that I would rather stay clear of that situation.

One situation with H.R. was that the payroll assignment changes were not turned in on time by me which resulted in some new sorters getting their dollar late. Aleisa Poloch said that I had put the wrong \$55 on two of them and others were over due. The end result was that Chris Hall, Chris HCC, and Jason Dunham had not received their raise on time along with Omar Robinson. I fixed the PA's and turned them into Aleisa Poloch. Another incidence happened to me was that a new hire Chris Blanchard called in to say he was not coming to work. I told Chris that this was the third incidence of him calling in and he was becoming an attendance problem. Five minutes after I hung up the phone with Chris Aleisa Poloch from Human Resources came over to question how

10-19-01 The following statements are a summary of events that happened between 9-2-01 to date. From this point forward I will document daily as I feel that it is important to do so since the reprisals against me have escalated. In the pursuing weeks after Deandre Waters and Michael Butler were put out of service for fighting, I have been running Sort B and the primary with partial help from Redd Cunningham. I have been responsible for the guard check and along with my normal duties. Redd is not out at the start of the sort and therefore makes it difficult for me ~~to start the belt~~ to maintain discipline on employee attendance problems. I informed Redd of this difficulty, he said "don't worry about it, just get the sort down". September was a busy month. We completed ZRT, started United Way, OCRRP, I certified my supervisors on habits, Seven Steps to effective training and unload and sort certifications. I worked one double shift part time supervisor to substitute the two I had lost, Thomas Rodriguez. I had seventeen leadership givers in United Way.

9-2-01

I talked with Redel before the sort and asked him could I schedule a day off tuesday 9-4-01. He said that he would have to think about it. ~~After~~ when the sort started PD-6 went down immediately. Kimberlon said that they had worked on it over the weekend. After the sort Kim Graham said it doesn't feel like we even had a day off. REDD Cunningham said there is no rush these loads are not going anywhere. (ON Memorial Day we were off Sunday and worked Monday)

Michael Butler came in with his hair in corn rolls again. After the sort he and Dcandre got into a fight. I made a write up stating that I saw the two supervisors hit each other. Redel suggested that I walk the two supervisors out the gate. I did so.

Complete Mine. He did not finish TINA until 4:15.

In the TLA with Redd I expressed my concern over run-ins I had with upper level management. When I was a part-time supervisor I wrote up STAN WOODSBY for continually accentuating any bad points and yelling loudly at me and cursing me in front of everybody. This letter was addressed to Redd Cunningham, Larry Hill, and Glen Rice. I told him I felt like that was a bad move and that I would never be forgiven for it and that my call to him about my concerns for my job security was another serious issue. Redd tried to stop me from talking but I explained to him I wanted to get this off my chest. He assured me once again that he wanted to get this off of ~~this chest~~ pass over the operations to me.

8-25-(Continued) The next day Chris Blanchard came in and apologized. He said that his calf muscle wasn't bad enough to go to the doctor. He then returned to full duty.

8-30-01 Roger Dean conducted a computerized simulation class. This was primarily for employee retention training. This class was originally scheduled for 10:00 PM but was changed from 10:00 to 12:55 PM. On Thursday we completed the class at 12:15 PM. REED said that he wanted to do a TLA on me and Kim. REED did the TLA REED did a Talk Listen and Act on Kimberlon Whetstone-Fair first.

This TLA lasted from 7:15 to 9:30 or 9:45. When REED walked out of the office he said nothing to me and went over to talk to the other part time supervisors. When I asked him when would we do my TLA he said "after the sort". When Kim's TLA was complete she went home. After the sort REED then started a TLA on Tina Guley which started at about 2:45. REED said that he would go ahead and do TINA and that after I got upstairs he would

8-25-01

A new sorter, Chris Blanchard called in and said he had hurt his leg on his other job. ~~I told~~ ~~Chris~~ asked Chris if he felt like it was bad enough for him to go to the doctor. Chris said that he probably was not going to the doctor. I said "Chris this is the third call in I have received from you, you are becoming an attendance problem. Chris said I'll come in if you need me to but I won't be 100%. I said if you are hurt I don't want you to come in and injure yourself further. After I hung up, 15 minutes later Aliesa Paluch shows up. This is her first day back from vacation, she goes into the office to talk to Redd, I am later called into the office to talk and told that Chris Blanchard called her and filed a complaint saying that I called him a nuisance. Aliesa also said that he didn't like the way that he was talked to. She said "You see we have several situations were people have said you don't know how to talk to them". I then said to Aliesa that she needed to show me some documentation and the people. She never did.

8-14-01 The plan for volume was 63,300 the actual was 71,000. There were several loads that came in which were unforecasted. ~~loads~~ The sort went down at 2:43 and we ran 125 PPH. I noticed when I looked back at previous nights CUR pph dropped one % every night. Sun 136.09 to 135 Mon 119 to 118. This happened on the previous week Redd went on vacation. I was also told that we were looking at bringing 6000 to 7,000 packages from the twilight to the night sort. The night sort is scanning over 100 % of the volume and the twilight is scanning only 95%. Which means that we are not getting credit for the volume. Joey Maneese showed up tonight. He said that he had just gotten out of the hospital and the doctor told him not to get too hot. We then asked him why was he at work he said he would be OK. I told Robert Culp to run the East Wall and told Joey that he could go home. Joey

8-13-01 Today I was told by Larry Hill that Chris Martin the district Manager would be in our hub Wednesday. They are supposed to conduct a quality audit. I talked to all supervisors involved and explained that I did not expect to have NDA packages left in the building. On the previous night (8-12-01) we had to catch trailers at the gate to put NDA packages in Roebuck, B'HAM. These packages were found on PD-4 and the unload bay. After (8-13-01) the sort I walked around the building to double check each area and insure that no packages were left. I walked over to PD-7 and Kim Whetstone said that she had only Sunrise packages left. After a closer look we found one NDA package left under a box. Kim said it was sitting on the misflow slide. I then instructed her to put that package on the back of Selma and I would voice mail them to let them know if needed to go to Thomasville. I left a voice mail for Willie Berry Selma/Thomasville center manager. We also had NDA packages on the back of Florence (S) the Florence (N) was not 100%.

8-12-01 Cont. Dennis Baker told me that in the past these letters were sorted into zip ranges and placed in cardboard boxes so that they could easily be sorted. We dumped every bag and sorted every package in our smalls sort. CHIFL stopped sending NAA on the back of CHIFL⑤. Joey McNeese was a no call no show tonight. He is off at least one night every week Redd Conningsham is on vacation. Richard Underwood was on vacation for the fifth time last week. On 8-12-01 Mike Johnson left voice mail stating that CHIFL was on the back of CHIFL⑤ for the first time since they forecasted the CHIFL⑩ as a sunrise and did not forecast the sunrise at all. we got the NAA off of the load that was supposed to be CHI⑨ only hub packages were on the flaps and the back flaps.

Jerrell Malone I decided to walk over to PD-7 and double check because we usually have a few second day air packages that are upgraded. After walking to PD-7 I saw Jerrell Malone and a bag sitting in plain view. This was one of Kims areas.

8-12-01 I am covering for REDD Cunningham this week. On Sunday 10-12-01 we are supposed to have an additional 12,000 smalls this is more than double our normal smalls volume. Redd said we needed to start up 45 minutes early I suggested that we start the small sort only at 8:45. When I first got to work, I looked for the trailer that was supposed to have the tickets on them (293184). When I looked in the back of the trailer only empty forever bags were visible on both sides. I climbed into the trailer to insure that there were no packages left and noticed that there were bags with 20A letters on top of the flaps and in the bottom of trailer behind the forever bags, empty.

after sort 8-5-01

on 8-06-01, REDA called me at 4:14 AM to inquire about a Chipley load that had been left. I informed REDA that we had just a Chipley load on the dock and saw only Sunrise packages and NDA in the back of the load which we unloaded. Redd then informed me that there was another Sunrise Chipley and that Chipley only builds one Sunrise. I called back and talked to the Sunrise Simulator Clay Borchell he stated that the load had been originally forecasted as a night soft load and then outbound converted to a Sunrise.

8-6-01 Today we talked about how to document work withs and talk withs. Redd told me that I was responsible for any service failures left in the building. At the end of the sort, I asked Kim Whetstone-Fair (full time sup West wall) and Joey Menesce (full time sup East wall) if their supervisors had service failures. Rendell had one that came from the East wall, Kim Whetstone told me that her wall was clean and that there were no service failures,

ON 7-30-01 I Confronted Redd Cunningham about the fact that I had heard I would no longer be employed with UPS by the end of the year. Redd assured me that this was not true and that I would be at UPS as long as I wanted to be at UPS. I had called Redd and left a message on his cell phone. ~~He called me back to talk about this situation.~~ In this message I asked him to set up a meeting with himself Larry Hill and I. I told him that I would like to have a third party present when we talked.

On 7-31-01 Redd did not have the present meeting as usual, he went to meet with part time supervisors. He had several private talks with my part time supervisors in which I was not included. He has always stated that he would never talk with them without talking with me first. A warning letter I had issued to Danny Smith and Lamont Willis had been posted on a bulletin board on PD-3 with my name underlined. It was given to me by Arcola an IHQ clerk,

Volume

PPT  
Scanning % the night/twilight  
balanced Scorecard -  
~~other peoples~~ problems

NRA on CHIEFLY You mentioned NRA shipley.

- They should fore cast.
- Why aren't they being held accountable to communicate properly.
- I would like my manager present when I check the load.

Liquid LEADERS / SAFETY Committee.

- They have not come to me,
- why not instruct them to come to me first.

Supervision No call No Shows

- Michael Morrison was shifted to the sunrise to cover . It was not notified.
- Integrity , Your network

JESUS IS LORD !

Paul Finkley Situation

Michael Butler

- Constant defiance
  - packages found in area twice
  - insubordination
- Shaving
- Attire

When are you going to hold someone besides me accountable? Larry, you said don't shock poor performers.

Payroll

- I had one payroll correction I did not tell you about.
- Payroll has had several (too many to count) when will it stop,

Danny Smith

- He is not a good employee.
- He is a constant discipline problem
- Union stewards told me they would not put up with Danny.

Buzzer To Ladd

- Employees complaining
- Put it on concern log,
- Gives me a headache I can not

~~Joey Mess~~ calls in but does not No one followed up to see who deleted those loads Plans. There is an error log Recovery that could have shown this information. I also stated that no one had followed up on an incident that had occurred on 7-3-87 when a part time Supervisor cursed me out after I instructed him to make write ups about why he didn't check his area properly. I also talked about how I was encouraged on two different occasions by Kim Whetstone - Fair to go ahead and write up or falsify documents. (Employee Contact Sheet / Prescriber Contact Sheets) Two drivers were fired for this.

7-25-01

I sent in funeral pay request for Kurt Braun and Rufus McCall and they were not coded as a ⑯. This resulted in a payroll adjustment. I was told that this could not happen again. Payroll has been \$ making errors all year long. There are countless complaints about how payroll has been serving up peoples pay. Nothing has been done. Swan Racketay, Selma Russell, Tim Bennett, Alonso Jackson, all complained that they did not get paid for 4th of July holiday. I called Virginia Bonds and asked her to follow up. She sent computerized proof that they had been paid.

7-30-01 In my talk with Reed I explained to him that I was concerned because many things were happening that made me feel I was in jeopardy. In weeks prior, on the exact day I do not recall someone deleted the plan load type for the night Sort only. This disables flow control and therefore we can not see loads clearly. Flow control is the system by which we keep track of what we are running.

7-26-01

I was told by Larry Hill in the pre-  
sort meeting that Danny Smith was a  
good unloader. Danny is a constant  
discipline problem. I have given him  
warning after warning about insubordination  
and following instructions. A letter of abandon-  
ment was sent out on Danny on 7-12-01  
for walking off the job. It was brought  
to my attention on the eleventh day that (working day)  
this was an improper letter and that FWS  
should have been a letter of warning. The  
Contract states that discipline must be issued  
no later than ten days after the infraction. I was told  
by Lester Vinson and Louis Ferduz hourly  
union stewards that they would not put  
up with Danny Smith's behavior. I had  
been sending Danny home however I  
was told by REDD CUNNINGHAM to  
work him every night and not send him  
home.

Michael made very messy illegible write-ups, I instructed him to make them over.

Michael said th3 is fucking bullshit I am not writing it over. This is bullshit - Fuck th3 shit. I made a write up and informed RODD about this incidence. He informed me that he was going to Suspend Michael Two weeks without pay. On 7-26-01 I asked Rod about the progress of this situation. He stated that Larry Hill had not got back in touch with him on this particular incident. On this same night, at the most critical time of the night, Start ~~up~~ Michael Butler a part time supervisor left his area without notifying me. When I was on the cat walk checking the staffing I noticed Michael was not in his area, I then called him on the radio, he notified me that he was on his way out to his car to get an aspirin because he had a headache. We had just been in the present meeting 15 minutes earlier he said nothing about a headache or wanting to go to his car,

7-26-01

I have several write ups on Michael Butter for failure to follow instructions. He often comes in unshaved and never turns in documents in a timely manner. He is responsible (Safety training), PSS, balanced scorecard etc. He also leaves packages in the area he is responsible for. I have talked with him on several occasions and asked him for his help; however, he has not responded. I have begun to document these infractions and relayed this information to my boss Redd Conningham. He informed me that he is going to take care of the situation. On 7-3-01 I found packages in Michael Butter's work area. I had found packages the night before after the trailers were sealing and he had given the word that ~~the~~ his area was clear.

- I told him to make a write up. Stating he knew it was his responsibility to check his

2-16-01

Larry called and said that it was funny how things kind of went haywire on the weeks Reed took vacation. He then told me to get confirmation from Alonso that he was satisfied with the form of discipline taken on Clay Borchell.

2-21-01

I talked with unload supervisors about their responsibility in keying loads down. Michael Morrison, Deandre Waters, Gwen Fair, Unload Supervisors do not key loads down until the load is completely empty. The simulator does not key the load down until she sees load complete on the Flow Controller activity screen.

I signed UPS Code of Conduct.

Brian Turner did not show up for the first day of New Supervisor Orientation. He also came into work drunk one night.

2-15-01

Covering vacation for Redd Cunningham.  
I am responsible for voice mails and the  
Total Sort operation.

This is a very taxing week, somehow, we  
have to complete the Jim Casey video,  
1 hour HAZ MAT training, HABITS and  
complete our action plans and balanced  
Score card.

Alonzo Ramirez complained to Joey Mences  
that Clay Borchell was going to had threatened  
to kick his ass. I talked to Clay with  
Joey Mences present and Clay admitted that  
this was improper and he made a write  
up to that effect.

I called Redd Cunningham and I voice mailed  
Lerry to get guidance on how to handle this  
matter.

To: Terrance Thomas  
Fm: Bo Campbell  
Re: Managers opt in process

I was told that there was a process that manager trainee had to go through. I would like to know, my status in that process. I was told by my manager Redd Cunningham that I would have to go through a process but I was never told what that process was. Please make me aware of this process and what it entails.

Signed

A handwritten signature in black ink, appearing to read "Bo Campbell II". To the right of the signature is the date "10-9-06".

Borrah E Campbell II

To: Terrance Thomas  
From: Bo Campbell  
Re: Personnel Files

I am writing this letter at this time to document my interest in viewing my personnel file and all media concerning me as an employee or representative of United Parcel Service. Any means used to evaluate, study, or investigate me on or off the job should be included. I am not fully aware of all measures taken to evaluate, study, recognize, or investigate. I am requesting at this point to be made fully aware of any process, the purpose of that process and all individuals involved in that process. I thank you in advance for your cooperation with this request and expect a reply in the next five days.

Signed

Borrah E Campbell II